



100% HRD Corp Claimable!

Advanced Talent Acquisition & RPO Recruitment Strategies

7 & 8 September 2026
Malaysia HR Forum Academy
9.00 a.m. – 5.00 p.m.

RM 2,800 / pax
(Excluding SST)



Module Overview

This highly interactive and practical workshop is designed for recruiters managing end-to-end recruitment delivery within fast-paced recruitment and RPO environments. The program focuses on strengthening:

- Advanced sourcing strategies
- Recruiter branding & LinkedIn presence
- Candidate assessment quality
- Critical thinking during interviews
- Stakeholder management confidence
- Difficult candidate management
- Offer management & candidate closing skills



Learning Objectives

By the end of this programme, participants will be able to:

- Apply advanced sourcing strategies to identify and attract niche, hard-to-fill, and passive candidates.
- Strengthen recruiter branding and professional credibility to improve candidate Engagement.
- Conduct structured and effective candidate assessments using behavioural interviewing techniques.
- Manage challenging candidate situations, including ghosting, counteroffers, and offer negotiations.
- Build stronger relationships with hiring managers through effective stakeholder management and communication.
- Apply critical thinking and sound judgement when evaluating candidates and making hiring recommendations.
- Improve offer management and candidate closing techniques to increase offer acceptance rates.
- Deliver higher-quality recruitment outcomes through a more consultative and strategic recruitment approach

Targeted Participants

- Recruiters
- Talent Acquisition Specialists
- RPO Recruiters
- Recruitment Consultants
- Talent Delivery Teams



Learning Outcome

By the end of the training, participant able to:

- Source more effectively for niche and Tech roles
- Build stronger recruiter branding on LinkedIn
- Conduct deeper candidate assessments
- Think critically during recruitment discussions
- Handle difficult candidate situations confidently
- Improve stakeholder communication
- Manage offers and negotiations more strategically
- Deliver higher quality recruitment outcomes consistently

Contents

DAY 1 – ADVANCED SOURCING, RECRUITER BRANDING & INTERVIEW EXCELLENCE

Module 1: The Modern Recruiter Mindset & Recruitment Excellence

- Recruitment trends trending currently
- Expectations of recruiters in RPO environments
- What makes recruiters credible to candidates & stakeholders
- Moving beyond “CV matching”
- Recruitment delivery quality vs recruitment activity
- Common recruiter mistakes that impact hiring outcomes
- Developing consultative recruiter behaviour

Outcome

Participants strengthen recruiter awareness, professionalism and delivery mindset.

Module 2: Recruiter Branding & LinkedIn Presence for Talent Attraction

- Why candidates research recruiters online
- Recruiter branding vs company branding
- Building recruiter credibility on LinkedIn
- Optimising LinkedIn recruiter profiles
- Creating a professional recruiter presence
- Positioning yourself as approachable and trusted
- Writing effective recruiter headlines & summaries
- LinkedIn communication etiquette
- Building long-term talent pipelines through visibility
- Posting strategies to attract passive candidates
- Recruiter reputation management

Outcome

Participants improve recruiter visibility, credibility and candidate engagement capability

Module 3: Advanced Sourcing Strategies for Niche & Tech Hiring

- Understanding sourcing strategy vs sourcing activity
- Boolean search mastery
- Multi-platform sourcing strategies
- Sourcing niche & hard-to-fill roles
- Competitor mapping techniques
- Talent pool mapping
- Transferable skill identification
- Passive candidate engagement
- Building sourcing pipelines proactively
- Creative sourcing methods for difficult hiring markets

Outcome

Participants improve sourcing depth, creativity and recruitment market intelligence.

Module 4: Candidate Assessment & Structured Interviewing using CBI method

- Structured CBI techniques
- Resume analysis strategies
- Identifying candidate red flags
- Behavioural interviewing techniques
- STAR interview methodology
- Probing and follow-up questioning
- Assessing motivation & stability
- Communication & stakeholder fit assessment
- Evaluating critical thinking capability
- Avoiding weak or leading questions
- Candidate experience during interviews

Outcome

Participants improve confidence and effectiveness in candidate assessment.

DAY 2- RECRUITMENT DELIVERY, STAKEHOLDER MANAGEMENT & OFFER MANAGEMENT

Module 5: Managing Difficult Candidate Situations

- Candidate ghosting
- Last-minute dropouts
- Counteroffers
- Salary expectation management
- Difficult candidate personalities
- Passive candidate hesitation
- Multiple offer situations
- Candidate objection handling
- Rebuilding candidate engagement
- Maintaining professionalism under pressure

Outcome

Participants improve confidence in handling challenging recruitment situations.

Module 6: Stakeholder Management & Recruitment Communication

- Understanding stakeholder expectations
- Consultative recruiter communication
- Managing unrealistic hiring expectations
- Influencing hiring decisions professionally
- Escalation handling techniques
- Communicating recruitment challenges effectively
- Regional communication differences
- Building recruiter credibility with stakeholders
- Managing recruitment pressure professionally

Outcome

Participants strengthen stakeholder communication and recruiter credibility.

Module 7: Recruitment Critical Thinking & Hiring Decision Effectiveness

- Critical thinking in recruitment
- Evaluating incomplete information
- Balancing speed vs hiring quality
- Identifying hiring risks
- Assessing candidate inconsistencies
- Avoiding “gut feel” hiring
- Structured evaluation approaches
- Recruitment recommendation techniques
- Comparing candidates objectively
- Bias awareness in hiring decisions

Outcome

Participants improve recruitment judgement and hiring decision consistency.

Module 8: Offer Management & Closing Candidates Successfully

- Offer pre-closing techniques
- Managing compensation discussions
- Candidate emotional drivers
- Offer presentation best practices
- Counteroffer prevention strategies
- Identifying joining risks early
- Managing candidate concerns
- Offer follow-up communication
- Building candidate commitment before onboarding

Outcome

Participants strengthen candidate management and offer conversion effectiveness.

Meet Our Trainer

Grace Marippan

Professional Expertise

- Recruitment and Talent Management
- Organizational Development
- Leadership and Training
- Business Development and Strategy

Trainings Conducted

- HR for non-HR
- Employment Act 1955
- Sarawak Labour Ordinance & The Latest Amendments
- Domestic Inquiry
- Payroll Management
- Succession Planning
- Performance Improvement
- Leadership Excellence



With over 25 years of corporate experience, Grace is a seasoned professional in Human Resource Management, Organizational Development, and Leadership Training. Her extensive industry exposure, coupled with strategic business insights, has positioned her as a highly effective Corporate Trainer. Grace is committed to delivering impactful training programs that empower organizations to cultivate high-performing teams and drive sustainable growth. Her expertise spans across various sectors, where she has successfully designed and facilitated training sessions tailored to enhance workforce efficiency, compliance, and leadership excellence. She possesses a deep understanding of talent management, employment laws, and strategic business development, making her an invaluable asset to organizations aiming to optimize their human capital.